

“The attitude at many Massey operations is ‘if you can get the footage, we can pay the fines.’”

What follows are Bill's responses to the

How can we do better?

We need to change how we do business. Many of Massey's old timers are gone needed to do a good job. The rules of mine are not.

Many in Massey do not take MSHA seriously use what it feels is necessary. If Operators things in order, MSHA will not view them as onerous. But, if a company is perceived to produce and/or levy high fines to try to get caught, then we will fix it.

Massey lacks knowledge at the foreman level. Our foremen that they have violated. Once the violation is written, it becomes a problem; the foremen have no involvement in calculating the potential penalty. They don't learn from the experience. We need more feedback training.

The foremen and superintendents also need to be involved in the planning process, and need to be held responsible for noncompliance.

The pattern of violations was written into the law to take care of renegades and outlaw operators who had no intention of complying with the law. Now it is being used for defiant operators, as Massey is

Foremen “are continually forced to operate with skeleton crews. ... If the need nine men, they are given five and are still expected to produce big footage.”

the part of the law problem; the foremen with the violation, and they have learned from their

planning process, and need to be held responsible for noncompliance. The pattern of violations was written into the law to take care of renegades and outlaw operators who had no intention of complying with the law. Now it is being used for defiant operators, as Massey is

gest complaint is lack of manpower. He is told that the They are given 4 or 5 jobs to do, but they are never that if they had the opportunity, they would leave more to do than they can reasonably get done.

inally forced to operate with skeleton They are forced to also act as a worker. If they expected to produce big footage.

ventilation, clean up, roof control and electrical. Bill job on these four main areas would get rid of 75% of ing quote from a class attendee: “We are like robots. en the manpower to actually do it.” And “we are told to caught, then we will fix it.”

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PRIVILEGED – ATTORNEY WORK PRODUCT

Government  
Exhibit  
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Slides used during Government closing · 5:14-CR-244 US v Blankenship



# Ignition Sources



**The Defendant had a DUTY to  
see that his mines complied  
with the mine safety laws.**



Defendant's 2009 Compensation  
\$17.8 Million  
equals  
275 Coal Miners at \$65,000/year



A. Well, after what happened, I felt like the truth needed to be told about the things that went on there and the reasons why that mine blew up. And, so, I, I, I wanted it known and they had a code of silence there. Hardly nobody would talk. They were scared. They were even still scared after then to speak up. And I said I'm going to speak up. I'm going to tell the truth. Excuse me.